

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (September 2023)

Report Contents:

- Vacancy Report
 - Summary of Hiring Status (Vacancy rate over 10%)
 - Graphs: YTD vacancy rate, new hires, separations
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1) LHH vacancies decreased in August. We had a 11.9% vacancy rate in July and saw a drop to 10.9% in August. We have hired a total of twenty-four (24) employees between August 1 and August 31, 2023, in various classifications and had thirteen separations during the same period with no retirements.

2) We continue to prioritize and support with the hiring of the RN class. The vacancy rate currently stands at 11% for the month of August 2023 (24.5 vacancies). Of these positions, we are onboarding eight (8) candidates with appointment dates planned for the 16th of September. Hiring Managers are currently involved in the selection process for the remaining 16.5 positions.

Human Resources is also leading efforts with the batch hiring process of certain job classes where we see continuous demand for talent. By focusing efforts with batch hiring, we aim to make the hiring process more efficient by consistently having an identified pool of skilled candidates to engage with, consolidating the selection process amongst various divisions and onboarding candidates faster across DPH. Of special mention is the forty-four (44) 2303s (Certified Nursing Assistants) we are currently onboarding with appointment dates planned for this month.

3) HR conducts regular vacancy meetings with Program/Hiring Managers to review ongoing hiring needs.

4) **RN Highlights:**

- Eight (8) 2320 and six (6) P103's are targeted to start in September.

5) **Non-RN Hiring Highlights:**

- One (1) 2471 Radiologic Tech appointed in August.
- One (1) 2472 Radiologic Tech Supervisor appointed in August.
- Three (3) P-103s appointed last month at LHH.
- Three (3) 2303 Patient Care Assistants started last month.